



## Hagar International Foundation

### Country Director – Cambodia

Hagar is a Christian international NGO founded in Cambodia in 1994. In 2009, Hagar expanded its model to Afghanistan and Vietnam, our focus is on working with women and children who are suffering from the impact of trauma resulting from slavery, trafficking and abuse. We seek to magnify the impact of this work with individuals and families through our advocacy and capacity building work with other service providers and institutions.

**Our Mission:** For those affected by trauma and those who support them, Hagar is an expert in care and recovery. When healing happens, the cycle of trauma stops.

Hagar International Foundation in Cambodia (Hagar Cambodia) seeks to attract an experienced and talented individual to lead the Hagar Cambodia team as **Country Director** based in Phnom Penh.

#### 1- SUMMARY OF THE ROLE

As a member of the Hagar International Group Executive team and reporting to Hagar International Programs Lead, the Country Director will lead the team, program, and operations of Hagar International in Cambodia. Within the framework of Hagar International's Strategic Plan, annual operating plan, approved budget, and Hagar's policies and other guidance provided, the Country Director will lead the development and implementation of high quality, innovative, well-targeted and focussed programmes in Cambodia to support and meet the needs of survivors of human trafficking, slavery and abuse in the country.

#### 2- MAJOR RESPONSIBILITIES

- Program development
- Planning and Reporting
- Leadership
- Management
- Relationships
- Resource Mobilization

**Note:** Please refer **Job Description** below, the outlining the key responsibilities detail and selection criteria to be addressed in your applicant

#### 3. KEY SELECTION CRITERIA

- Relevant tertiary qualifications and evidence of senior level experience in international development, social work, public policy or a related discipline
- At least 10 years relevant experience
- Understanding of and commitment to Hagar International's objectives, values and priorities
- History of successful strategy development, delivery and execution that delivers service growth and improves performance outcomes
- A track record of driving, motivating and developing high functioning partnerships and outcome-focussed teams
- Demonstrated sound knowledge of the quality and policy frameworks underpinning the work of Hagar International
- Demonstrated sound knowledge of social policy and relevant regional and national issues
- Demonstrated high level organisational skills and the proven capacity to deliver on multiple and varied projects

- Proven engagement and relationship-building skills and the ability to represent the organisation effectively and professionally
- Evidence of strong consultation, communication and interpersonal skills, with a demonstrated capacity to work collaboratively with others, negotiate and exercise influence in a diverse range of contexts
- Demonstrated high level analytical problem-solving skills, the ability to assess options and identify and implement creative, innovative and flexible solutions
- Demonstrated experience of effective budget preparation, forecasting and management
- Demonstrated capacity to manage effective and efficient resource mobilization responsibilities.

**How to apply:**

- The post is open for national applicants only and women & people with disabilities are strongly encouraged to apply.
- Please send your CV and cover letter responding to the Selection Criteria in a maximum of 3 pages with the subject line: **Country Director – Cambodia** to [jobs@hagarinternational.org](mailto:jobs@hagarinternational.org)
- We hope to progress this appointment as quickly as possible and will review applications as soon as they are received
- Only short-listed candidates will be notified.

*Hagar International Foundation is an equal opportunity Organization. We strictly adhere to safeguarding policy and child protection practices. We will conduct the background check, including criminal record checks throughout the selection process where possible.*

**Closing date: 16 June 2023**